



# Integrity Rules

*Swimming Federation of India*

## 1. Purpose

These Integrity Rules establish principles and standards of conduct to protect the integrity of [Federation Name], safeguard the spirit of sport, and ensure fair, transparent, and ethical practices in all activities under the federation's jurisdiction.

## 2. Scope

These rules apply to:

- All athletes registered with the federation.
- Coaches, officials, referees, and support staff.
- Elected and appointed federation office bearers, administrators, and employees.
- Any person or entity participating in or associated with federation-sanctioned events, programs, or activities.

## 3. Core Principles

1. **Fair Play** – Commitment to fair competition without manipulation, cheating, or unethical advantage.
2. **Respect** – Treat all participants, officials, and stakeholders with dignity, free from discrimination, harassment, or abuse.
3. **Transparency** – Ensure openness in decision-making, governance, and use of resources.
4. **Accountability** – Accept responsibility for actions and decisions.
5. **Integrity** – Uphold honesty, impartiality, and ethical behavior at all times.

## 4. Prohibited Conduct

The following actions are strictly prohibited:

- **Doping** – Any violation of the World Anti-Doping Code.
- **Match Manipulation / Competition Manipulation** – Direct or indirect involvement in influencing results for personal or third-party gain.
- **Corruption and Bribery** – Offering, accepting, or soliciting improper benefits related to federation roles or activities.

- **Conflict of Interest** – Failing to disclose personal or financial interests that may affect impartial decision-making.
- **Harassment and Abuse** – Any form of physical, psychological, or sexual harassment, bullying, or exploitation.
- **Discrimination** – Against individuals based on gender, race, religion, disability, or any other protected characteristic.
- **Misuse of Federation Resources** – Unauthorized use of federation funds, equipment, or property.

## 5. Reporting and Whistleblowing

- Any suspected violation may be reported confidentially to the Federation Integrity Officer or designated Ethics Committee.
- Whistleblowers shall be protected against retaliation, intimidation, or unfair treatment.
- Anonymous reports will be considered if supported by sufficient evidence.

## 6. Investigation and Disciplinary Process

1. Allegations of misconduct will be reviewed by the Integrity Unit/Ethics Committee.
2. Investigations will be conducted fairly, confidentially, and without bias.
3. Sanctions may include warnings, suspension, fines, disqualification, removal from office, or permanent bans, depending on severity.
4. An appeal mechanism will be available as per the federation's constitution.

## 7. Education and Awareness

- The federation shall organize regular workshops, training, and awareness programs on integrity, anti-doping, safeguarding, and ethical conduct.
- All registered members must complete mandatory integrity education modules.

## 8. Responsibilities

- **Athletes & Coaches** – Uphold fair play, comply with anti-doping and safeguarding rules.
- **Officials & Referees** – Apply rules impartially and avoid conflicts of interest.
- **Administrators** – Maintain transparency, financial integrity, and good governance.
- **Federation Leadership** – Lead by example and ensure consistent enforcement of these rules.

## 9. Enforcement and Amendments

- These Integrity Rules form part of the federation's Code of Conduct and are enforceable under its statutes.
  - Any Amendments may be proposed by the Ethics Committee and approved by the Executive Committee.
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